

Simone Janson (ed.)



# Learn Motivating DELEGATION as a Leader

Speak clearly & communicate instructions to employees as a executive, prioritize time management, trust in other people & let go of fear



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Speak clearly & communicate instructions to employees as a executive, prioritize time management, trust in other people & let go of fear

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# **Introduction: Information, Experiences of Success, Inspiration - you'll find all that in this Book**

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# **From employee to manager: motivate teams as boss**

## **// By Stefan Häseli**

Teamwork is an important part of the economy. Successful specialists work together to carry out projects, to find solutions, to achieve goals, to bundle competences. Reason enough to think about the team and its motivation and leadership.

### **How to run a team?**

Running a team successfully is a challenging task. It requires clear communication, creativity, motivation, flexibility and innovative power. The personal leadership behavior of the team leader is transferred to the whole team and the performance they provide.

On the other hand, teams can only be as good as the members involved, their networking and identification with the group. Correspondingly, the internal communication influences success or failure of the entire team.

### **When is a team a team?**

While a group “only” consists of several people, a team is characterized by a common culture. For example, if five colleagues from a department or three engineers work independently on a construction site, this does not yet represent teamwork, even if they belong to the same company and carry out the same job. However, if the specialists are committed to supervising “their” project on time to the full satisfaction of the client, they have a common goal - as a team.

A team is not a static unit. It only develops during the team building process and lives from the combination of different, complementary members. To achieve a specific goal, such workgroups are not automatically created on a permanent basis. They can be formed again and again according to the entrepreneurial concerns and needs. For a newly assembled team to be successful, five golden rules should be observed:

#### **1. Clear objective**

The combination of different competences requires sensitivity. The basis for an active team culture is already created with a clearly formulated objective, both in terms of expected results and cooperation among each other.

#### **2. Common values and culture**

A good team develops individually. It is not a matter of evaluating or taking over the culture of another team. What is crucial is that a new type of interaction is

defined and a common understanding of the new situation is created. Consistent values, principles and ways of thinking influence and shape the behavior within the system.

### **3. Loyalty cooperation**

As each team member is ready to contribute loyalty to the new organization, a new awareness can be created and lived. This motivation and inner commitment must be constantly maintained. This is the only way to identify with the group.

### **4. Open communication**

Decisive for the success of the team is an open communication. We talk together! Causes are also clarified together with suggestions for solutions found together. Objective information about the background is indispensable in order to understand and understand emotions.

### **5. Valuable handling of conflicts**

Nevertheless, conflicts will not be avoided, which result from different objectives of the participants. This must be recognized and analyzed. Because a conflict is rarely a sudden event, attention and timely feedback can, in most cases, prevent escalation and serious negative effects.

### **The ideal team**

The ideal team benefits from diversity. Various professional qualifications and different characters from lateral thinker to pragmatist complement each other. In the right, properly balanced mix, a team is up to thirty percent more effective. Teams should be manageable and not include more than ten members. Two smaller teams are better than one too big, losing time because it has to organize and manage.

Specialists who see themselves as lone fighters should be explicitly involved in teamwork with their expertise and knowledge. Other group members can reap their strengths in routine tasks. For everyone to pull together for the stated goal, both the roles and the responsibility for them must be clearly defined. The exchange between each other is indispensable. Information advantage Individuals, on the other hand, have a detrimental effect on teamwork. Keeping that balance is one of the responsibilities of a leader acceptable to all team members.